

**Leadership
Group**
September 2021

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GROUP BOARD
MEMBERS

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Ciaran McAreavey

Group Chair

Chair of Development & Assets Committee / Maple and May Board

Ciaran McAreavey is currently Managing Director Ireland for Close Brothers Commercial Finance, a division of Close Brothers Group Plc. which is a provider of finance to SMEs in NI and ROI. Having qualified as a Chartered Accountant with Coopers & Lybrand specialising in the area of Corporate Finance, he then moved into the banking sector and has held a number of senior leadership roles in the banking and financial services sector based in the UK and Ireland. Ciaran has a degree in Law and Accounting and a postgraduate Diploma in Accounting from QUB, is a Fellow of the Institute of Chartered Accountants in Ireland and a member of the Institute of Bankers.

He joined the Choice Group Board as a Non Executive Board Director in April 2016 and became Chair in September 2020. He also Chair's the Development & Growth Committee and Maple and May Board.



Joe Higgins

Group Vice Chair

Vice Chair of Audit & Risk Committee
Chair of Finance Committee

Joe Higgins spent over 25 years in accountancy and financial services. He qualified as a Chartered Accountant with PWC, Dublin in 1990 before moving to Bank of Ireland, Belfast. After a short spell as Finance Director of an IT company, he established a Belfast office for part of Bank of Scotland in 1996.

In late 2008, after numerous roles within the Group, he was appointed CEO of Bank of Scotland (Ireland) (“BoSI”) which was by then part of Lloyds Banking Group (“LBG”). As CEO, he instigated the merger of BoSI with Bank of Scotland, and then established Certus to take on the 850 staff and manage the run-off of the €33bn BoSI loan book for LBG. Since this work completed in 2016, he has taken on a number of non-executive positions with Charitable organisations whilst also investing in a number of IT start-ups.

Joe is a Fellow of the Institute of Chartered Accountants in Ireland, a Certified Bank Director and holds a BA Mod in Computer Science from Trinity College, Dublin.

He joined the Choice Group Board as a Non Executive Board Director in April 2016 and became Vice Chair in September 2020. He also Chair’s the Audit & Risk and Finance Committees.



John Buckley

Group Board Member

Oaklee Housing Chair

John Buckley is an independent semi-retired management consultant. Outside of Choice he has a wealth of experience across a number of industries ranging from bio-technology manufacturing to financial and management services for startup companies. John has worked across the globe, spending considerable time in the US and France. Having moved to Donegal from Nice, France, John offers skills to organisations - particularly Irish - that could benefit from his expertise and experience in management.



Liam Dempsey

Group Board Member

Vice Chair of Finance Committee

Liam Dempsey was Finance Director for Dunbia (2007-2018). Up until its sale, Dunbia was one of the largest meat processing companies in Europe with a turnover of £826m. As Group Finance Director, Liam sat on the Executive and Management Boards and had full responsibility for the Finance and IT functions.

He also led all merger and acquisition activity as well as the integration of new companies. Significant achievements included a full tendering of all banking requirements, putting in facilities in excess of £100m with multiple banks and leading the process around the final sale of the business.

Previous Finance appointments include Powerscreen and Nortel. Liam is ACMA qualified and was a Confederation of British Industry NI council member for 6 years, playing an active part in setting the regional priorities.



Jennie Donald

Group Board Member

Tenant & Client Services Committee Member

Jennie Donald is Assistant Director of Government Relations and Assurance at Homes England, government's housing accelerator. Prior to joining the Agency in 2019, she was Head of Strategic Partnerships with Cardiff University. Other recent roles include Deputy Chief Executive of Northern Ireland Federation of Housing Association and Head of Policy and Public Affairs for Ireland at Chartered Institute of Housing.

Jennie also served as the Chair of the Interim Regulatory Committee in the Republic of Ireland from 2014 to 2017, an independent Committee tasked with developing and implementing regulation of the housing association sector and co-producing legislation with the Department of Housing, Planning and Local Government to establish a statutory regulator.

In addition to her role with Choice, Jennie is a Trustee of Cardiff Women's Aid. Previous external appointments include: Trustee of Depaul Ireland; Board Member and Chair of Business Development Committee of Groundwork NI; Board Member, Company Secretary and Chair of Housing and Property Services Committee of Helm Housing.



Mary Donnelly

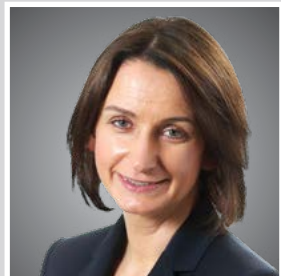
Group Board Member

Audit & Risk Committee Member

Mary Donnelly is currently employed as an Independent HR Consultant. Mary has over 30 years experience in HR and previous positions include; HR Director Workforce planning at Bank of Ireland, Senior HR Programme and Operations Manager for Ulster Bank, HR Director for O2, Head of Leadership Development for BT and Vice President Human Resources for Bombardier Aerospace Shorts.

Previous external appointments include Board Member for NI Cancer Fund for Children, NI Labour Relations Agency and Civil Service Commissioner.

Mary has successfully obtained an MBA in Business Administration from Roffey Park Management College in Sussex.



Catriona Gibson

Group Board Member

Vice Chair of Tenant & Client Services Committee

Catriona Gibson is Managing Partner and Head of the Dispute Resolution practice for leading law firm Arthur Cox in Northern Ireland. She specialises in Litigation and deals with all aspects of contracts, construction and planning dispute resolution.

The first woman to be appointed Managing Partner of a leading law firm in Northern Ireland, Catriona is unparalleled within professional services locally for the strength of her capabilities and the international locus that she has brought right to the heart of Northern Ireland's professional service community.

A passionate advocate for good governance and leadership, Catriona serves on the Institute of Directors' Northern Ireland Committee.



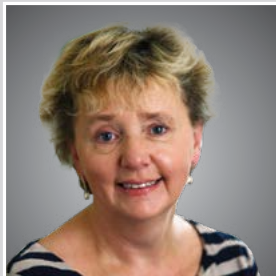
Helen Harrison

Group Board Member

Development & Assets Committee / Maple and May Board Member

Helen Harrison is Director of JUNO Planning & Environmental Ltd. With over 20 years in the industry, Helen was previously all-Ireland Director of Planning at BDP, Head of Planning at Ferguson McIlveen (now Aecom) and spent 4 years as a Senior Planner in local planning authorities in England.

Helen is currently a Board Member of the Chartered Institute of Housing, an Executive Committee Member (former Chair) of the Royal Town Planning Institute (RTPI) and is highly respected in the planning industry acting as RTPI Professional Accreditation Advisor to Queen's University Planning School and External Examiner to Ulster University Planning School.



Janet Hunter

Group Board Member

Tenant & Client Services Committee Member

Janet Hunter is the Director of Housing Rights, the leading provider of independent housing advice, advocacy and representation services in NI. She is a member of the Chartered Institute of Housing and has previously held a number of housing management roles initially within NIHE and subsequently as Assistant Director of Housing with a Scottish Local Authority.

In her current role Janet is a member of several government advisory groups in relation to housing and homelessness issues in NI. These include the Housing Recovery Panel which has assisted with management of the restrictions on the property market/housing sector during the pandemic and is now supporting the development of a Housing Supply Strategy for NI; the Affordable Rental Group and an Inter Departmental Strategy group which has been established to tackle homelessness in NI.

In a voluntary capacity she serves on the Board of a number of other voluntary and statutory organisations. These include a primary school; a social justice organisation and an environmental heritage charity. Janet was awarded an OBE for services to the community in 2016.



Paul Leonard

Group Board Member

Chair of Choice Services Board

Vice Chair of Development & Assets Committee / Maple and May Board

Paul Leonard is a graduate of Queens University Belfast, holds a M.Sc. in Executive Leadership from the University of Ulster and qualified as a Chartered Accountant with KPMG Ireland. He is a former Chairman of the Ulster Society of Chartered Accountants.

He has commercial, property and financial experience gained over more than 35 years working in banking, venture capital, and corporate finance. Most of his career was spent with Bank of Ireland where, until recently, he was Chief Credit Officer, Commercial, with responsibility for credit risk oversight of the Bank's commercial lending activities across the whole of the UK.

He has regulatory, Board level and senior committee experience and has held non-executive director positions in a number of companies. He is currently non-executive chairman of the NI Committee of UK Finance, the banking trade association. He is a member of the disciplinary panel of the Institute of Chartered Accountants in Ireland.



Caralyn Scales

Group Board Member

Chair of Audit & Risk Committee

Caralyn Scales is currently a Senior Manager within PwC and has recently moved across following her position as Head of Operational Risk - Group Transformation with Lloyds Banking Group. With over 20 years' experience in Financial services, she brings over 10 years' experience in managing risk (operational and compliance) within a Retail Banking Operational environment – laterally within the Digital Division.

Caralyn has been charged with building out the Operational Risk operation within PwC Belfast in order to deliver on behalf of clients throughout the UK. Bringing advanced knowledge from her last role as Head of Operational Risk – Digital & Transformation where she was responsible for the identification of current & future strategic risks within Retail and Digital areas of what is now the UK's largest Bank. Her new remit is to ensure Clients can safely operate their business with the clarity and management of all identified and realised risks i.e. recording, identifying a treatment solution (accept the risk, minimise it or close it) and to provide strategic recommendations to the Directorate.

Caralyn has a genuine interest in actively building additional skills through many ways including keeping involved in the local community, recently chairing the Board of Governors at a local school, setting up and running the local junior parkrun and regularly fundraising for various causes.



Damien Toner

Group Board Member

Vice Chair of Choice Services Board
Audit & Risk Committee Member

Damien joined Queen's University, Belfast, as Director of Estates in March 2015. Prior to joining Queen's University, Belfast, Damien was a senior Director for one of the UK's largest infrastructure support service companies and has worked in both the public and private sectors. Damien is a Member of the Royal Institution of Chartered Surveyors and a graduate of the University of Ulster with over twenty years' experience in the construction, estates and facilities management industries.



Caroline Young

Group Board Member

Chair of Tenant & Client Services Committee

Caroline is Director of Student Plus at Queen's University Belfast. Her role involves the leadership of various services which deliver much of the Campus Life and the Student Experience, including the University's Staff and Student Accommodation, Campus Food and Drink, Events and Conferencing, Culture and Arts, Childcare, Sport and the Students' Union. Since joining Queen's in 2005 she has overseen the growth of student accommodation at Queen's from 1,600 – 3,500 rooms and investment of over £100m.

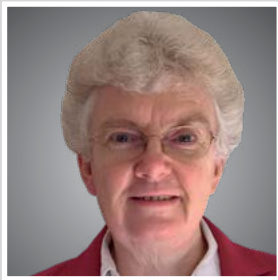
Caroline previously worked in Sales, Marketing and Business Development with a variety of Hotel Companies and Golf Resorts throughout the UK, Ireland and in Europe. She has extensive senior management experience in the hospitality, service and leisure industry within both commercial and Higher Education sectors.

Caroline is also a Board Member of Visit Belfast and a Governor of Victoria College Belfast.

COMMITTEE MEMBERS

Together
we enrich
lives

- Audit and Risk Committee
- Choice Services Board
- Development and Assets Committee
- Finance Committee
- Maple and May Board
- Tenant and Client Services Committee



Caroline Barlow

Audit & Risk Committee Member

Caroline Barlow is a senior actuary with over 34 years' experience in a wide variety of general insurance roles at both UK and European level. She holds an MA in Mathematics from the University of Cambridge.

As Head of Actuarial Function for Zurich Insurance plc until her retirement in 2018, Caroline was responsible for fulfilling the governance requirements pertaining to the actuarial function, including an annual actuarial opinion and actuarial report on the strength of the reserves. She also worked closely with the Risk and Finance functions to develop the Internal Capital Model and to assess the solvency capital required.

Caroline's professional career has given her a deep understanding of insurance business and the associated risks and uncertainties, and she has a sound knowledge of insurance finance. Her experience working for a large global insurance company has given her an appreciation of the need for strong governance, independent thought and constructive challenge where appropriate.

Caroline is also a member of the Audit & Risk Committee of Oaklee Housing and is a member of the Irish Health Insurance Authority.



Roy Bell

Choice Services Board Member

Roy has an extensive and varied career. As a Strategic Advisor for the Strategic Investment Board, he has been involved in various projects: EnergyWise, gas introduction to the West and Northern Ireland Broadband.

As a Divisional Director within the Northern Ireland Central Procurement Directorate he has been responsible for the strategic shaping of the profession across all central government departments and arm's length bodies.

Through his career he assisted several "not for profit" organisations with their procurement planning and implementation of new process and systems to ensure more effective value for money solutions in line with these organisations social objectives.

Roy holds an MBA, is a Fellow of the Chartered Institute of Purchasing & Supply and is a past Member of the Institute of Logistics and the Institute of Builders.



Tzvetelina Bogoina-Seenan

Maple and May Board Member
Development & Assets Committee

Tzvetelina Bogoina-Seenan has recently been appointed Capital Programme Director in the Strategic Investment Board (SIB) for Northern Ireland. She has responsibility for master planning, business case development, procurement, partnering and delivery of the transformational investment programme across the National Museums NI estate. Her work will include redevelopment of the Ulster Folk Museum and the Ulster American Folk Park, next phase development of the Transport & Industry Collections Museum and delivery of the Masterplan for the next phase at the Ulster Museum.

Prior to joining SIB, Tzvetelina worked for 14 years in one of UK's largest contractors, Balfour Beatty, in various roles including Development Director and Bid Director of Balfour Beatty Investments. She had leadership responsibilities across a range of key infrastructure and regeneration projects such as Primary Care Centres PPP in Ireland, Ayrshire College NPD in Scotland, Hadrontherapy Cancer Treatment Centre in France and the South West Acute Hospital development in Northern Ireland.

Tzvetelina qualified as a lawyer in Bulgaria before moving to Northern Ireland. She has an MSc in Management & Corporate Governance from Ulster University and is a member of both the Institute of Directors and the Chartered Governance Institute IICSA. She has previously chaired the NI branch of ICSA and is currently a Director & Company Secretary of the Destination Cathedral Quarter Business Improvement District.



Paul Convery

Tenant & Client Services Committee Member

Paul Convery is Head of BT Business Enterprise in Northern Ireland and is responsible for BT's Private Sector business operation across all industry sectors in NI. He has led his team to drive significant digital transformation programmes with some of NI's largest corporate organisations. Paul represents BT on the regional Ofcom steering committee for service providers.

Paul has held a number of senior positions within BT, several with an all-island remit. He holds a BSSc in Economics from QUB and an MA in Marketing from UU. Most recently he served as President and Chair of the Newry Chamber of Commerce & Trade (2017-2019), and during this period he also acted as Chair of the Greater Newry Vision Partnership. Paul has been a Council member both of the Northern Ireland Chamber of Commerce and Derry/Londonderry Chamber of Commerce. He has been Chair & Head Coach of Poyntzpass Basketball Club since 2016.

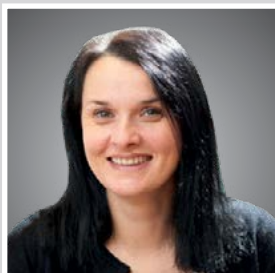


Stephen Elliott

Finance Committee Member

Stephen Elliott is a very experienced and accomplished Finance Director with over 35 years' experience in manufacturing, construction and development and the food and drink industry. Throughout all of his roles he has supported and led finance teams, with constructive challenge, to deliver more relevant and timely information for decision making. Stephen has recently retired from the role of Group Finance Director with Dale Farm, one of Northern Ireland's most recognised businesses. In that role he was responsible for all the financial affairs of the Dale Farm Cooperative group which is the largest cooperative in the UK processing over 1 billion litres of its members milk and employing 1250 staff.

Between 2000 and 2013, Stephen was Group Finance Director of the Mivan Group which was a privately owned group operating in interior fit-outs, property development, construction, theming and ship outfitting. Prior to that, between 1985 and 2000, Stephen was a key member of the senior management team of Boxmore Group, a large group of packaging companies, quoted on both the London and Irish Stock Exchanges. He ultimately became Group Finance Director, reporting directly to the Group Chief Executive, and was responsible for the financial affairs of a Group which had 19 operating units in Ireland, England, Wales, France, Germany, Belgium, South Africa and China.



Elaine Hartin

Finance Committee Member

Elaine has 20 years' experience working in senior management roles in the public and private sector. She is a qualified Chartered Accountant having completed her training with Deloitte, where she progressed through to a Director Role before leaving to take up an appointment with Belfast Met in 2011.

She is currently Director of Corporate Services with Belfast Metropolitan College, reporting directly to the College Board on all aspects relating to Finance, Audit, IT & Estate. Belfast Met is the largest FE College with over 12,000 learners, 1,000 plus staff and a turnover in excess of £60m. The College is a Non-Departmental Public Body and a registered Charity.

Elaine also served as the NI Member of the Prison Service Pay Review Body from 2013 to 2016. A Prime Ministerial appointment, this body provides independent advice to Government on Pay for Prison Officers in England, Wales and NI.

These experiences have provided her with a thorough, and up to date understanding of corporate governance, risk management and the role of the Board in ensuring effective governance of the organisation.



Robin Hawe

Development & Assets Committee / Maple and May Board Member

Robin Hawe has 42 years' experience of working in social housing with the Northern Ireland Housing Executive. This includes housing service delivery and the delivery of large scale and complex housing projects. During this period, Robin has developed his skills in innovative and strategic thinking concerning land asset management and the delivery of affordable and social housing in support of sustainable communities. He has considerable experience in planning and the legal and technical aspects of the assembly, acquisition and vesting of land.

Robin has detailed knowledge of affordable and social housing needs assessments, economic appraisal processes and housing regeneration strategies, including Estate Strategies, Urban Renewal Areas and Building Successful Communities Areas. In addition, Robin has been a Board member of Belfast Healthy Cities and Landmark East.



Bill Kennedy

Development & Assets Committee / Maple and May Board Member

Bill Kennedy has almost 40 years experience in the property sector, having qualified as a Chartered Surveyor in 1982. He founded his own property consultancy/estate agency in 1992 which later evolved to become Colliers International Belfast of which he was Managing Director until leaving in 2015.

The company had a staff of 50+ and was involved in all aspects of the property market. Bill's role was investment and development, but he also had a supervisory/ managerial role in property management, professional services, agency and valuation.

Since 2015, Bill has operated his own property advisory consultancy, Kenridge Ltd. Bill was also formerly Head of Commercial Faculty of NI RICS and RICS Representative on RICS/University of Ulster Consultation body. Personally, Bill has a keen interest in most sports, music, food and wine, cities, architecture and the environment.



Donal MacAteer

Finance Committee Member

Donal McAteer is currently Group CFO with Devenish Nutrition Group and has been in that role from 2014. During his time, the Group turnover increased from £100m to £225m, with 4 new manufacturing sites opened and organic growth was complemented by several business acquisitions and joint venture investments in UK, US, Europe and Africa. His role included structuring and leading the delivery of a £100m+ debt refinancing, which was an important enabler of business growth, and which included EIB funding for innovation, the first of its kind within the industry, executed during Brexit uncertainty. His role incorporates Corporate Planning, Financial & Risk Management, Management of treasury, credit and other risk exposure, Budgeting, Capital Fund Raising and Investor Relations, Corporate Governance & Compliance and the Development of a high performing Finance team, including identifying and overseeing changes necessary within structures, developing talent and introducing new skills and experience where required.

Prior to his experience in Devenish Nutrition, Donal was Director of Corporate Banking NI for 6 years, had 6 years in Corporate Banking in Northern Bank (Danske) and two years in the Corporate Finance and Restructuring Division of Invest NI.



Gerry Millar

Development & Assets Committee / Maple and May Board Member

Gerry Millar is the Belfast City Council's Director of Property and Projects and he previously worked as the Director of Improvement.

During his time with the Council Mr Millar has gained experience in Building Control, CCT, Change Management and in Strategic Management within the Chief Executive's Department before moving to Development.

Mr Millar is a chartered surveyor by profession and was Chairman of the RICS (NI) 2007/2008, he was also a Board Member of the RICS UK World Regional Board. Gerry has previous experience in public sector housing and private sector commercial property and construction and holds an MBA from the University of Ulster at Jordanstown. He is also a graduate of the Belfast Common Purpose programme.



Rita Murray

Tenant representative on Tenant & Client Services Committee

Rita Murray has been an active member of Choice Tenants' Forum for the last 11 years and is currently the Chair of the Tenants' Forum. Rita is an avid volunteer for the last 65 years and is a member of the Greater Belfast Seniors and the 50+ Group. Outside of Rita's busy volunteering, she is a cat enthusiast!



Tim Nelson

Choice Services Board Member

Tim Nelson is a Chartered Surveyor with over 10 years experience within the Construction, Property and Estates Management sectors responsible for developing strategic objectives and delivering improvement programmes across a variety of facilities in Northern Ireland.

Tim is currently a Regional Head of Estates and Facilities Management for a central government department responsible for the development and management of National Infrastructure. Tim is also a member of Mutual Energy Ltd who oversee the management and development of the critical utility infrastructure connecting Northern Ireland with Great Britain and the Republic of Ireland.



Claire Staple

Audit & Risk Committee Member

Claire Staple has over 20 years of post-qualification experience as a lawyer. She joined Elliott Duffy Garrett as a trainee solicitor in 1998 and ultimately progressed to the position of Partner in the Corporate and Commercial Department. During this time she worked across a number of Housing Association matters including tenant disputes, organisation restructuring and lending/security.

Claire then joined Business Services Organisation (BSO) in 2014 as Solicitor Consultant in the Directorate of Legal Services. BSO provides regional business support functions and specialist professional services to the health and social care sector in Northern Ireland. It is an 'Arm's Length Body' of the Department for Health and employs c1,400 people. Claire currently specialises in BSO in the provision of legal advice and support to ICT and digital health procurement and contracts.

She recently attained a Post Graduate Diploma in Digital Health Leadership from Imperial College, London and continues to hold a practising certificate with the Law Society of Northern Ireland and is a member of the Solicitors' Disciplinary Tribunal.



David Tate

Audit & Risk Committee Member

David is currently a Consultant with Rachel Fowler Advisory, a Chartered Accountant and accomplished senior credit risk executive with expertise in the strategic management of Corporate and Retail banking portfolios. He has held various senior positions in Danske since 1999 in Credit Risk Management and Head of Credit. He also has a 15-year consulting career with KPMG (2½ years in Melbourne, Australia) focused on Corporate Finance and in Corporate Recovery with Goldblatt McGuigan. David's career to date has allowed him to develop strong skills in the management of transformational change. He has significant Risk Management experience, including the establishment, monitoring and maintenance of a Risk Appetite Framework.

David is comfortable operating in a heavily regulated industry with a strong focus on compliance with regulatory guidelines, legislation, and international operating frameworks. He also has expertise in Policy & Strategy Implementation.

SENIOR
MANAGEMENT
TEAM

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Michael McDonnell

Group Chief Executive

Michael McDonnell qualified as a Chartered Accountant with KPMG in 1989 and worked for many years as a partner in BDO, a leading global professional services firm. He has worked in leadership roles within both the private and not-for-profit sectors across the British Isles, including time with PA Consulting Group and G4S plc. He joined Choice in January 2016 having been Chief Executive of Helm Housing.

Michael has a First Class Honours degree in Accounting & Financial Analysis from the University of Warwick, and a Post-graduate Diploma from Queen's University Belfast. He has attended a number of leading business schools across Europe and North America. Michael is also a CIH Chartered Member.



Jon Anderson

Group Director of Development

Jon Anderson is Group Director of Development within Choice. He joined the organisation in January 2017 with a remit to expand our operations into both the private rental sector and within the residential development market. He qualified as a Chartered Surveyor in 2004 and worked for many years as a Director in Colliers International, a leading global property consultancy. He has primarily worked within the private sector with roles including commercial and residential property management, development consultancy, investment appraisal and land acquisition. Latterly, he has acted as property / investment advisor to a number of global financial institutions and investment firms.

Maple and May, a wholly owned subsidiary of Choice was launched in February 2018 and is exploring opportunities to expand its private rental and sales portfolio throughout Northern Ireland.



Sharon Cosgrove

Chief Executive Officer of Oaklee Housing

Sharon Cosgrove is an Environmental Health graduate, with a MA in Housing Studies. She joined Oaklee Housing in 2016, having previously held a number of senior roles over the course of her career, including 4 years as the CEO of the Asthma Society of Ireland, 5 years as CEO of Sonas Housing, and a period as interim Head of Projects in the Combat Poverty Agency.

Sharon has led urban multi-disciplinary regeneration teams in south Dublin and in Bristol City. As a freelance consultant for 6 years she worked with a range of Irish government agencies; assisted local authorities in the development of Local Anti-Poverty Strategies, drafted service plans for the health authorities, facilitated strategic planning processes for community and voluntary organisations and evaluated regeneration initiatives.



Carol Ervine

Group Director of Tenant & Client Services

Carol Ervine has 26 years' experience in the social housing arena and holds an MBA and BA (Hons) from the Ulster University.

Starting her housing career with Ulidia Housing Association in 1992, Carol held various positions within the organisation as her responsibilities grew.

As a member of the Senior Management Team, Carol held the post of Director of Corporate Services & Finance for over 15 years, until the organisation merged with Oaklee Trinity in June 2015. Carol's current position is Group Director of Tenant & Client Services which encompasses Property Services, Housing Management, Services Centre and the Tenants' Forum.



Wilton Farrelly

Group Director of Asset Services

Wilton Farrelly is an experienced property and services professional. With a BSc in Estate Management he subsequently qualified as a Chartered Surveyor and following a career in the Facilities Management industry, is a Fellow of the Institute of Workplace and Facilities Management (IWFM). In his previous role he developed a services business in H&J Martin, which over 15 years grew to an annual turnover of £35m and a team of 250+ staff. He has worked in both the public and private sectors as well as having spent four years self-employed. In 2017 he helped set up Choice Services and is focused on developing it in to the leading Direct Services Organisation in Ireland. Wilton has experience of servicing clients in the public, commercial and private sectors and has a strong commercial and customer focus.



Lawrence Jackson

Group Director of Corporate Services

Lawrence Jackson is a HR Professional with over 22 years experience gained both in consultancy and in-house positions. He has held senior HR roles within multi-site, blue chip private, public and semi-state organisations in Ireland including the BBC, Bank of Ireland, Guinness and Harland and Wolff.

He joined Choice in July 2016 after running his own consultancy business for a number of years. Lawrence attained a PhD in Psychology from Queen's University Belfast.



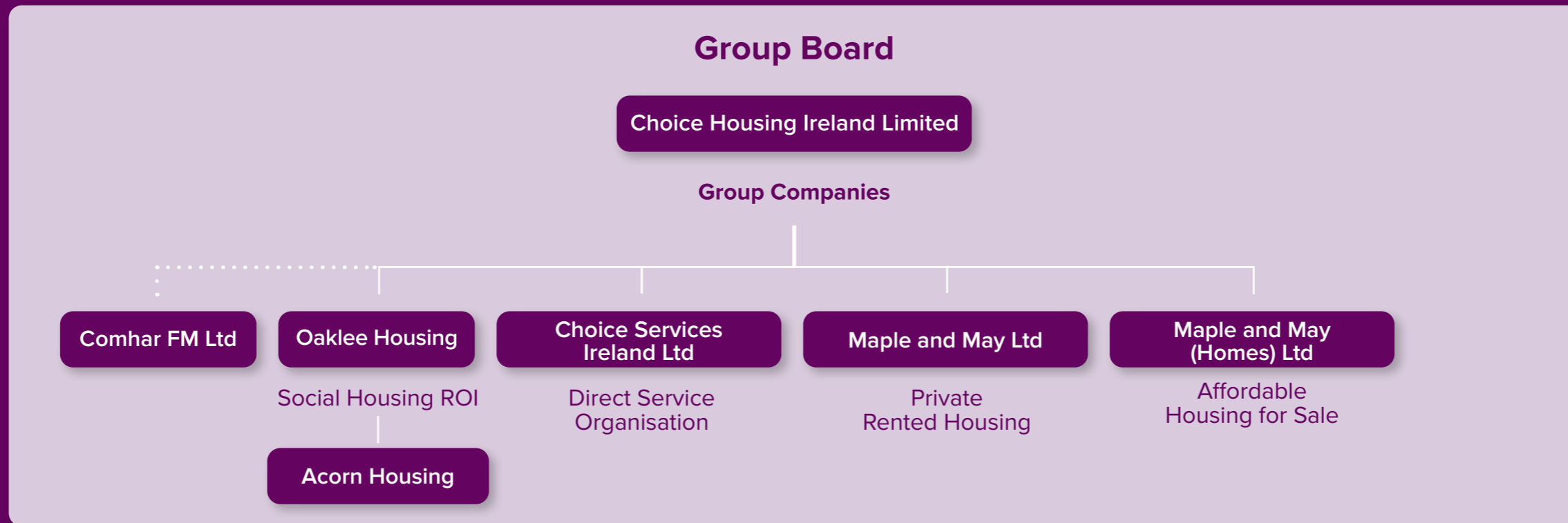
Michael Rafferty

Group Director of Finance & Resources

Michael Rafferty has over 25 years experience of working in senior finance positions across the public, private and not-for-profit sectors. He holds an accountancy degree and postgraduate diploma in accounting from Queen's University. He qualified as a Chartered Accountant with PWC in 1990 and was awarded the Northern Bank prize as the top Northern Ireland student. He also holds an MBA from Queen's University, Belfast. He worked as a senior consultant for both PWC and Deloitte where he specialised in financial management, financial systems and PPP/PFI projects.

He has supported many large organisations through significant change processes, with particular emphasis on improving value for money. Since 2003 he has been Finance Director for Choice (and its predecessors) where he has played a key role in leading change through introducing innovative funding, improving systems and developing a strategy based on organisational change.

Choice Group Corporate Governance Structure





Choice

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